

ADDENDUM TO THE LODI FIRE MID-MANAGEMENT STATEMENT OF BENEFITS

February, 2009

- A. The City of Lodi issued a Lodi Fire Mid Management Statement of Benefits effective July 1, 2008 through December 31, 2009.
- B. This Addendum is issued for the purpose of addressing the significant and unanticipated budget crisis caused by the current economic downturn.

For the above reasons the Statement of Benefits shall be amended as follows:

Term: The term of the Statement of Benefits shall be extended one year to include July 1, 2008 through December 31, 2010.

Article I – Salary, shall be amended to add the following:

- 1.4 Add new paragraph 1.4 as follows: Lodi Fire Mid Managers agree to accept furlough hours to be scheduled at management's discretion which achieve salary savings of 3% of each member's salary beginning in the first pay period in which March 1, 2009 falls and ending in the first pay period in which June 30, 2010 falls.

Article VIII – Overtime, shall be amended to add the following:

- 8.5 At the end of section 8.5 add the following sentence: However, during the pay periods in which March 1, 2009 through July 1, 2010 fall, a maximum of 480 hours of compensatory time may be carried on the books. After July 1, 2010 employees with banks in excess of 144 hours shall be entitled to continue to use their excess compensatory time but shall not be eligible to accrue additional compensatory time until their compensatory time balance falls back below 144 hours.

Article IX – Retirement, shall be amended to add the following:

- 9.2 Add Section 9.2 as follows: The City will explore the financial feasibility of exchanging a salary increase for employee paid employee share of PERS contributions. However, any decision to make the exchange shall be in the full discretion of the City Council.


This Addendum shall not become effective until approved by the Lodi City Council.

CITY OF LODI,
a municipal corporation



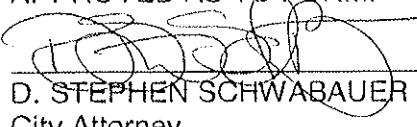
BLAIR KING, City Manager

ATTEST:



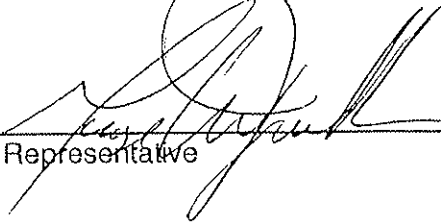
RANDI JOHL, J.D., City Clerk

APPROVED AS TO FORM:



D. STEPHEN SCHWABAUER
City Attorney

Lodi Fire Mid-Management.

By 

Representative

2/13/2009

**SIDE LETTER TO THE LODI FIRE MID-MANAGEMENT
STATEMENT OF BENEFITS**

February, 2009

- A. The City of Lodi issued a Lodi Fire Mid Management Statement of Benefits effective July 1, 2008 through December 31, 2010 as Amended by Addendum dated February of 2009.
- B. This Side Letter is issued for the purpose of addressing the significant and unanticipated budget crisis caused by the current economic downturn.

For the above reasons the Statement of Benefits shall be amended as follows:

Article I – Salary, shall be amended to add the following:

1.4 Add the following at the end of paragraph 1.4 as follows: Lodi Fire Mid Managers agree for the first pay period in which July 1, 2009 falls and ending on the first pay period in which June 30, 2010 falls to give a total salary and benefit contribution of 1.96 percent of regular salary and benefits, and waive vacation cash out. These contributions are in addition to the contributions from the February 2009 Addendum. The contribution shall be made up of a combination of furlough hours and/or waiving deferred compensation match, at each member's election.

Furlough hours shall be scheduled based on availability and shall, for Battalion Chiefs, be deducted from salary in equal installments across all fiscal year pay periods. Division Chief hours shall be deducted in the week actually taken. Unless scheduling issues prevent use of furlough hours, members shall use furlough hours before sick, vacation, compensatory time off and holiday leave. Moreover, furlough hours that have not been used by June 30, 2010, may be carried forward and must be used or forfeited by December 31, 2010. In the event a member's employment terminates during the fiscal year, furlough hours shall be prorated by the percentage of the year worked. Furlough hours used in excess of prorated hours shall be deducted from available leave balances, and if other leave balances are inadequate, repaid to City.

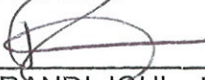
This Side Letter shall not become effective until approved by the Lodi City Council.

CITY OF LODI,
a municipal corporation



BLAIR KING, City Manager

ATTEST:




RANDI JOHL, J.D., City Clerk

LODI FIRE MID-MANAGEMENT.

By 

Representative

APPROVED AS TO FORM:



D. STEPHEN SCHWABAUER
City Attorney